

Approved For Release 2003/05/05 : CIA-RDP84-00780R003100120031-3

STAT

Next 2 Page(s) In Document Exempt

Approved For Release 2003/05/05 : CIA-RDP84-00780R003100120031-3

SECRET

Approved For Release 2003/05/05 : CIA-RDP84-00780R003100120031-3

DD / S  
FILE *Training 3-1*

17 April 1969

MEMORANDUM FOR: Mr. Bannerman via Mr. Coffey

25X1

SUBJECT : CS CT's with SJ Career Designations

1. When Colonel White decided to eliminate the three to six month validation of CT placement time period, the CTP was unable to give a CT a second promotion which was promised a CT ten months after his first promotion subject to satisfactory job performance. The CS (CSPS) and the CTP agreed that for administrative convenience the CS CT would retain his SJ career designation although slotted in the CS until he was entitled to his second promotion. CTP would promote and then the career designation would be changed to "D." This administrative arrangement permitted the CTP to live up to its commitment because the CT would not be subject to the time schedule of CS promotion panels.

2. As you will recall this arrangement was discussed in detail by the Chief/CTP at his annual DD/S briefing, 9 May 1968. (At that time, however, your decision with respect to Support CT's was that the Support CT would change his designation immediately to a functional Support Career Service. Thus there would be no promotion problems because the Support Services would, and has, complied with the CTP promotion policy.) This administrative convenience is falling apart now that the CS has decided that all CT's should be promoted in accordance with CS panel schedules. Since this policy has been adopted, there is no longer any advantage to a CS CT maintaining his SJ designation.

3. CTP is preparing statistics on the numbers and classes of CT's who are slotted in the CS and have SJ career designations.

25X1

Support/Operations/Staff/DDS

cc:

Approved For Release 2003/05/05 : CIA-RDP84-00780R003100120031-3

GROUP 1  
downgrading and  
declassification

<sup>STAT</sup>  
Approved For Release 2003/05/05 : CIA-RDP84-00780R003100120031-3

Next 2 Page(s) In Document Exempt

Approved For Release 2003/05/05 : CIA-RDP84-00780R003100120031-3

**SECRET**

FILE

DD/S 69-1480

3 APR 1969

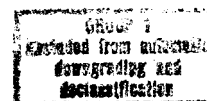
MEMORANDUM FOR: Director of Training

SUBJECT : Career Trainees for the CS in FY 1970

REFERENCE : Memo dtd 20 Mar 69 for DD/S fr DTR, same subj

1. I have approved the recommendation in paragraph 7 concerning the reference memorandum. I take note, however, of paragraphs 5 and 6 which indicate there was some disagreement between the representatives of the Career Training Program and the Clandestine Services on the issue of who is authorized to determine the eligibility of Clandestine Services internal candidates for the Career Training Program. It was proposed as a solution to this issue that the Career Training Staff and the Clandestine Services Selection Board work together during the initial stages of an internal candidate's processing so that final judgment on the candidate would more likely be a mutual rather than a separate decision. I agree that this is a feasible way to proceed in the approval of candidates from the CS. As reflected in the third paragraph of my memorandum of 22 January 1969 (DD/S 69-0209) it is stated that these additional internal candidates, though not considered officially as CT's, would participate fully in all CTP training and after completion of this training would remain CS careerists and be absorbed into the CS assignments. Additionally, it was stated that the internal candidates just referred to meet the same criteria as externals to ensure the preservation of the desired intellectual and professional level of training.

2. It is expected that the CS Selection Board will nominate only those individuals who will properly measure up to the CTP criteria. It is important that this level of qualifications be maintained. Otherwise CTP quality of training will be diluted if less than acceptable participants are included in the training program. While these additional internals are not official Career Trainees their participation in the training course will be relatively indistinguishable from the regular CT's. It is therefore necessary that the CTP qualifications be maintained on all participants. I expect the

**SECRET**

DD/S

69-1277

DTR- 3110

20 MAR 1969

MEMORANDUM FOR: Deputy Director for Support

SUBJECT : Career Trainees for the CS in FY 1970

REFERENCE : A. Memo dated 22 Jan 69, to DD/P from  
DD/S, same subject (DD/S 69-0209)

B. Memo dated 7 Feb 69, to DD/S from  
DD/P, same subject (DD/P 9-0322,  
DD/S 69-0634)

1. This memorandum contains a recommendation for your approval in paragraph 7.

2. Pursuant to the agreement reached between DD/S and DD/P to authorize the Career Training Program to accept up to 25 additional CS candidates in the Program during FY 1970, a meeting of CS and CTP representatives was convened on 7 March 1969 in an effort to eliminate certain conflicts of viewpoint with regard to implementing this authorization.

3. Attending this meeting were:

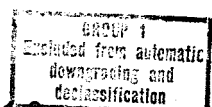


25X1

4. Agreement was reached on the following points:

a. when the regular CS quota of ten internal trainees in the Program in FY 1970 has been filled, an additional 25 CS candidates could be accepted by CTP; they would be entered into the SJ Career Service and they would be Career Trainees in every respect except that, for slotting purposes, they would be retained in CS Development Complements;

SECRET



SECRET

**SUBJECT: Career Trainees for the CS in FY 1970**

b. these additional candidates would be considered for, and if accepted would be enrolled in, the three CT Classes of FY 1970, i.e., July 1969, November 1969, and March 1970;

c. promotion practice for CS CT's would obtain as outlined in the attachment to Reference B. with the additional understanding that those in grade GS-10 would be eligible for initial promotion approximately seven months after beginning formal CT training.

25X1 5. There was, however, disagreement between CS and CTP representatives on the issue of who is authorized to determine the eligibility of all CS internal candidates for the Career Training Program. It was the position of Mr. [ ] that CTP should automatically accept any candidate formally recommended by the CS Selection Board mechanism; CTP representatives, on the other hand, affirmed that one of the successful cornerstones of the Program has been its right to exercise independent judgment on the selection of both internal and external candidates, capitalizing on the collective resources of the CT Staff which has always included CS representatives.

6. Instead of endeavoring to resolve the differing viewpoints on the level of abstraction, it was suggested that the CS Selection Board and the CT Staff work together more closely during the initial stages of an internal candidate's processing so that final judgment on the candidate would more likely be a mutual rather than a separate decision. The consensus among representatives at the meeting was that this procedure certainly merited trial.

7. It is recommended, therefore, that the course of action outlined above be followed during this one-year period.

[ ] 25X1  
for John Richardson  
Director of Training

SECRET

**SECRET**

**SUBJECT: Career Trainees for the CS in FY 1970**

**The recommendation in paragraph 7 is approved.**

**SIGNED R. L. Bannerman**

**3 APR 1969**

**R. L. Bannerman**  
**Deputy Director**  
**for Support**

**Date**

**Distribution:**

**Orig - Adse (return to O/DTR)**

**2 - DDS**

**2 - DTR (1 w/h)**

**SECRET**

Next 3 Page(s) In Document Exempt



FILE *Training 3-1*

DD/S 69-0209

22 JAN 1969

**MEMORANDUM FOR: Deputy Director for Plans**

**SUBJECT : Career Trainees for FY 1970**

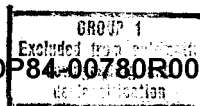
**REFERENCE : Memo dtd 6 Dec 68, to DD/S from DD/P, same subject**

1. The referent memorandum presented two proposals as possible solutions to the problem of accommodating the unusually large number of internal candidates which the Clandestine Services would like to include in the March and July 1969 classes of the Career Trainee Program. After careful review of these proposals, I would recommend an alternative which combines features of both and at the same time ensures a continuation of our high standards of selection and input to this vital program.

2. You will, I am sure, agree that it is essential that the input into the CTP for the CS of 40 per year in FY 1970 and FY 1971 includes as it does now a majority of candidates from external sources. This is, as we know, in accord with the Director's policy of bringing into the Agency a steady supply of highly qualified young officers; it is also a necessary requirement to keep our recruitment and selection mechanism viable. I feel the proportions of 75 percent external and 25 percent internal candidates will fulfill these requirements.

3. I recognize the limitations which this ratio imposes and your understandable concern to be able to provide this professional training and staff status for certain of your internal employees and personnel from your contract ranks who fully meet CT entrance criteria. As I understand it, you will have approximately your 25 percent quota of internal candidates in the November 1968 and March 1969 CT classes. Your proposal to use the device of admitting more than the above noted quota of internals for the training but keeping them in CS Development Complement slots rather than CTP/SJ slots would appear to be a practical solution, assuming, of course, that the internal candidates meet the same criteria as externals to ensure the preservation of the desired intellectual and professional level of training. These additional internal candidates, though not considered officially as CT's, would participate fully in all CTP training and after completion of this training would remain CS careerists and be absorbed into CS assignments.

**SECRET**



- 2 -

Similarly, administration and management of these trainees, such as automatic consideration for promotion, would be the responsibility of the CS. It is my understanding that with this increased input of 20-25 additional internal trainees the CS will be responsible for the meaningful placement and utilization of approximately 65 employees who will have completed the CT training.

4. To turn to a new but related subject, I also have reviewed the proposal submitted to you by the Chief, Clandestine Services Personnel Staff, concerning regularizing the practices of promotions of CT's who are attached to the CS. Copies of this proposal were sent to the Chief, CTP, and the Director of Personnel. While this proposal would have the advantage of all CS officers at a given grade level having the same date of rank, there is the disadvantage of the Agency's changing its policy on the period of time during which the CT's have expected to receive two promotions in the CTP. Nevertheless, I appreciate the equalization problems which the CS faces and I have instructed the Director of Personnel and the Chief, CTP, to work out with appropriate CS personnel the implementation of your proposal. This change will necessitate an explanation to the 36 immediately affected CT's in the CS and the Chief, CTP, with a CS representative will explain this change in policy to them. This will necessitate also a change in the information on promotion policy and procedures which is provided to candidates for the CTP as well as those now participating in the training. This aspect of the problem will be handled in the natural course of CT recruitment and interviews.

SIGNED R. L. Bannerman

R. L. Bannerman  
Deputy Director  
for Support

Distribution:

- 25X1
- O & 1 - Adse - BY HAND
  - 1 - DD/S Subj w/ref (DD/S 68-6020)
  - 1 - DD/S Chrono
  - 1 - SOS/DDS Chrono
  - 1 - D/GTR 9 C/CTP

SOS/DDS:DBP:lsm(17 Jan 69)



SECRET

DT/S

69-0634

7 FEB 1969

MEMORANDUM FOR: Deputy Director for Support

SUBJECT : Career Trainees for FY 1970

REFERENCE : A. Memo of 6 Dec 68; Same Subject  
B. Your Memo of 22 Jan 69; Same Subject

1. I believe we are in substantial agreement concerning the two proposals for the CT Program discussed in Reference B.

2. We will supplement the group of 40 CT's (selected in accordance with the internal/external ratio you suggest) entering training during FY 70 for later CS assignment by a moderate number of fully qualified CS internal candidates. The latter group will be carried on our Staff Ceiling as "D" careerists and while not designated as Career Trainees will participate in all CTP training and will receive assignments in the CS upon completion of training. Their advancement will, of course, be consistent with that of CT's in the same training class during formal training and during the subsequent period of CS assignment as set forth in the attachment.

3. In regard to paragraph 4 of your memorandum, Reference B, Messrs. [redacted] have worked out details on CS CT promotions which we believe are mutually acceptable to our Service, Training and Personnel. They have individually or jointly met with the CT's immediately affected by the equalization of CT and CS promotion practices and report a substantial acceptance by the CT's of the changes being made on promotion timing. We attach a statement of the proposed revised promotion policy for your authentication and subsequent use by Recruiters and CT Program Officers. I believe the promotion plan is sound and can be continued during the foreseeable future.

25X1

[redacted]  
Thomas H. Karamessines  
Deputy Director for Plans

Attachment:

ATTACH


Promotion Practice for Clandestine Services Career Trainees

1. The initial promotion of GS-7 through GS-9 Career Trainees who progress satisfactorily in training will take place approximately seven months after beginning of formal CT Training.
2. The second promotion of members of this group of Career Trainees who are selected for assignment to the CS Career Service and who have a minimum of ten months in grade will be considered at the time of the next CS Panel review of Junior CS Officers of the same grade. Since the CS Panels meet semi-annually, the second promotion of CS CT's who enter the program at GS-7 - 9, will be considered when they have been in their current grade between ten and 16 months. The promotion of each CT in this group will require the concurrence of the CS component of assignment on the basis of satisfactory performance and conduct.
3. CT's who have progressed to GS-11 or above at time of assignment to the CS will normally be converted to the CS Career Service and will thereafter compete for promotion with other CS Officers of their grade.

DRAFT

Approved For Release 2003/05/05 : CIA-RDP84-00780R003100120031-3

OK - Put it  
final form.



MEMORANDUM FOR: Director of Training

SUBJECT : Career Trainees for the CS in FY 1970

REFERENCE : Memo dtd 20 Mar 69 for DD/S fr DTR, same subj

1. I have approved the recommendation in paragraph 7 concerning the reference memorandum. I take note, however, of paragraphs 5 and 6 which indicate there was some disagreement between the representatives of the Career Training Program and the Clandestine Services on the issue of who is authorized to determine the eligibility of Clandestine Services internal candidates for the Career Training Program. It was proposed as a solution to this issue that the Career Training Staff and the Clandestine Services Selection Board work together during the initial stages of an internal candidate's processing so that final judgment on the candidate would more likely be a mutual rather than a separate decision. I agree that this is a feasible way to proceed in the approval of candidates from the CS. ~~Service.~~ As reflected in the third paragraph of my memorandum of 22 January 1969 (DD/S 69-0209) it is stated that these additional internal candidates, though not considered officially as CT's, would participate fully in all CTP training and after completion of this training would remain CS careerists and be absorbed into the CS assignments. Additionally, it was stated that the internal candidates just referred to meet the same criteria as externals to ensure the preservation of the desired intellectual and professional level of training.

Approved For Release 2003/05/05 : CIA-RDP84-00780R003100120031-3

2. It is expected that the CS Selection Board will nominate only those individuals who will properly measure up to the CTP criteria. It is important that this level of qualifications be maintained. Otherwise CTP quality of training will be diluted if less than acceptable participants are included in the training program. While these additional internals are not official Career Trainees their participation in the training course will be relatively indistinguishable from the regular CT's. It is therefore necessary that the CTP qualifications be maintained on all participants. I expect the CTP staff of OTR to assure that this quality level is maintained. I am certain that the CS Selection Board will assure the appropriate level of qualifications of the candidates but should there be an issue drawn on the qualifications of a candidate <sup>which</sup> cannot readily be mutually resolved, I suggest that it be referred to the DD/S and the DD/P for resolution.

R. L. Bannerman  
Deputy Director  
for Support

ATT: REF MEMO

Orig. Adm w/ATT

1- DD/S Subj w/ATT  
1- DD/B CHREMO

**SECRET**

2

CTP Staff of OTR to assure that this quality level is maintained. I am certain that the CS Selection Board will assure the appropriate level of qualifications of the candidates but should there be an issue drawn on the qualifications of a candidate which cannot readily be mutually resolved, I suggest that it be referred to the DD/S and the DD/P for resolution.

SIGNED R. L. Bannerman

R. L. Bannerman  
Deputy Director  
for Support

Att: Ref Memo

DD/S:RLB:ksd (2 Apr 69)

Distribution:

Orig - Adse w/att

X - DD/S Subject w/att

1 - DD/S Chrono

**SECRET**